



IDENTIFICATION

Department	Position Title	
Environment and Climate Change	Wildlife Biologist (Carnivores)	
Position Number	Community	Division/Region
23-2747	Yellowknife	Wildlife Management

PURPOSE OF THE POSITION

The Wildlife Biologist (Carnivores) as a senior position is the Departmental authority for the development and implementation of strategies, plans and programs to support the conservation and management of carnivores in the NWT consistent with the Department's mandate and goals, and national and international standards.

The incumbent provides expert advice to senior management, Indigenous governments, renewable resource co-management boards and regulatory and monitoring agencies on carnivore research, monitoring and management approaches. They also conduct and interpret results from research and monitoring programs that support the management of carnivore populations in the NWT.

SCOPE

The Wildlife Biologist (Carnivores) is located in Yellowknife and reports to the Manager, Research and Management, in Wildlife and Fish Division.

The Wildlife Biologist (Carnivores) supervises contract, term, and casual staff (as required), controls an annual budget of approximately \$50,000. The incumbent is expected to develop partnerships for additional funding opportunities up to approximately \$300,000 to support partnership initiatives.

The incumbent works collaboratively with regional staff, co-management boards, Indigenous governments and organizations and communities to develop, conduct, and implement research and monitoring programs, management plans and strategies related to carnivore populations and actions required to effectively conserve and manage carnivore populations in the NWT.



The incumbent also participates in developing, assessing and implementing predation reduction programs where carnivores are affecting the sustainability of other valued NWT species. The incumbent also serves as a Departmental link to national and international organizations and initiatives dealing with northern carnivores.

Competent decisions related to management of carnivores are required to ensure data collection is relevant, cost-effective, well-substantiated, and suitable for application in wildlife management decisions. Informed decisions are critical to facilitate the effective co-management of wildlife, support habitat conservation, maintain ecosystem functions and services, and preserve the resiliency of wildlife in the NWT.

RESPONSIBILITIES

- 1. Coordinate research, monitoring and management programs across the NWT, to ensure the long-term conservation of carnivores consistent with the Department's wildlife management priorities by:**
 - Preparing species specific territorial strategies to establish overall direction for carnivore research, monitoring and management.
 - Supporting collaborative regional carnivore management planning initiatives and preparation and implementation of action plans.
 - Developing, implementing and evaluating approaches to manage predation of highly valued and culturally significant wildlife species.
- 2. Design and conduct collaborative research, monitoring and management programs with renewable resource co-management boards, Indigenous governments and organizations, other agencies, universities and industry that meet the needs of management and monitoring agencies, respect all sources of knowledge and have a sound biological basis, by:**
 - Collaboratively designing and conducting professionally credible and effective programs to address management issues and information gaps to study the status of carnivore populations, ecological relationships, impacts of a changing environment, and industrial and infrastructure development.
 - Sharing information on, and making use of current, new and emerging techniques, innovative procedures, and sampling protocols for habitat and population research, monitoring and predator control.
 - Identifying and supporting opportunities to obtain and incorporate Indigenous Knowledge into research and monitoring programs and management planning initiatives.
 - Using analytical approaches (such as statistical, mathematical, spatial, including geographical information and associated systems) for modelling and simulating wildlife population dynamics, estimating population parameters, predicting population



responses to environmental change, harvest and predator reductions, and modelling habitat and landscape utilization.

- Interpreting data, maintaining corporate information databases and communicating program results in writing (internal reports, project summaries, peer-reviewed publications) and oral presentations.

3. Provide advice based on current knowledge of carnivore biology, ecology, conservation, and management to other divisions, governments, renewable resource co-management boards, Indigenous governments, monitoring agencies and other groups by:

- Networking with other agencies and jurisdictions, conducting literature reviews and participating in relevant professional development opportunities to maintain proficiency in the field.
- Participating in technical processes for status assessment, management planning and recovery planning for national and territorial species at risk when related to carnivore species.
- Providing information for the development of non-detriment findings (NDF) letters and reports for carnivores identified by the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), and when needed represent Departmental interests and perspectives at multi-jurisdictional meetings related to CITES.
- Conducting technical reviews, contributing to environmental assessments of development projects with respect to impacts on carnivores and advising on industry monitoring and management plans.
- Evaluating and interpreting the results of studies and programs from other regions and agencies and determining the applicability of their information, techniques and practices.
- Participating in renewable resource co-management board processes, as required, for reviewing and approving research, monitoring and management activities.
- Participating in local, regional, territorial, national and international meetings, workshops and conferences, as appropriate.

4. Administer program activities to provide support to the Director of the Wildlife and Fish Division and the Deputy Minister and to ensure financial accountability by:

- Developing an administering service contracts, contribution agreements and Memorandums of Understanding in support of management objectives.
- Supervising and assigning work priorities to subordinates such as term technician employees and casuals.
- Developing project work plans, budget proposals, tracking project and program finances.



WORKING CONDITIONS

Physical Demands

No unusual demands when in an office environment. Leading programs in the field involves demands such as hiking and driving long stretches, loading and unloading snowmobiles on airplanes, boating in outboard boats and canoes, ATVs on trucks, and loading and unloading fuel drums and gear into aircraft. Field work when required may be demanding including winter and summer extremes in remote environments (annually, up to 30-40 days).

Environmental Conditions

Working outside can lead to exposure to extreme temperatures, infection from zoonotic diseases (eg. Hantavirus, rabies), and the danger of physical injury from wildlife.

Sensory Demands

Use of potentially dangerous field equipment. Bad decisions can endanger the health and safety of the incumbent, colleagues, and support staff (2-3 times annually, 7-14 days).

Mental Demands

Position is regularly required to travel for long periods for field sessions and occasionally community meetings in or outside the NWT, which can disrupt family life. Field session include living in isolated camps with lack of privacy and limited or no access to medical facilities.

Particularly for field programs there may be irregular or long work hours, or work on weekends or holidays when needed (10-12 times annually, 2-6 days).

Public presentations and complex data analysis can cause mental stress.

KNOWLEDGE, SKILLS AND ABILITIES

- Demonstrated knowledge of conservation biology, wildlife population dynamics and wildlife management issues
- Proven analytical, critical thinking and research skills
- Ability to present results of research to both public and scientific audiences
- Ability to communicate and work effectively with co-management partners, communities, wildlife users, special interest groups
- Ability to communicate knowledge in an understandable manner through written and oral presentations to a wide variety of audiences, to clearly explain and discuss conservation issues.
- Exceptional written and oral communication skills and attention to detail.
- Strong organizational skills and knowledge of office procedures.

- Strong computer processing skills (proficiency in Microsoft Word, Excel and PowerPoint).
- Ability to manage projects, contract/term/casual staff, and budgets.
- Ability to understand, appreciate and act upon cross-cultural differences, especially as they relate to the management of natural resources.
- Ability to work cooperatively and diplomatically with multi-stakeholder groups or resource users.
- Ability to work independently and without close supervision in a co-operative environment both within the department and external to the department.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

The completion of a Master of Science degree in one of the natural science disciplines – biology, wildlife biology, ecology, wildlife management, environmental studies, environmental science or resource management. In addition, a minimum of five (5) years of related experience including design of field research, data management and analysis, public consultation and publication of peer-reviewed studies.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Position Security (check one)

- ☒ No criminal records check required
- ☐ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

- ☐ French preferred



Indigenous language: Select language

- ☐ Required
- ☐ Preferred